



dLOC

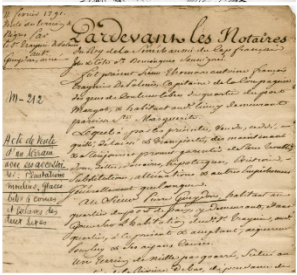
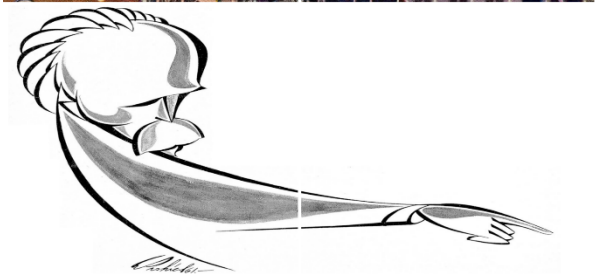
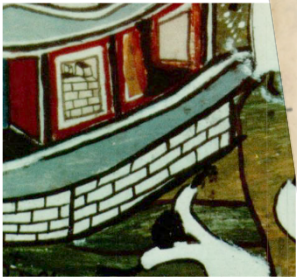
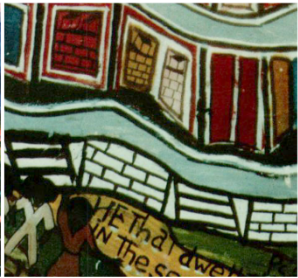
DIGITAL LIBRARY OF THE CARIBBEAN

Technical & Management Practices to Enable Equity

Presenters: Laurie Taylor and Brian Keith

Outline

- Digital Library of the Caribbean (dLOC)
- Libraries and colonial operations
- dLOC operations:
 - Postcustodial, mutual aid, polycentrism, collaborative pluralism, slow archives
 - Organizational design
 - Technical development

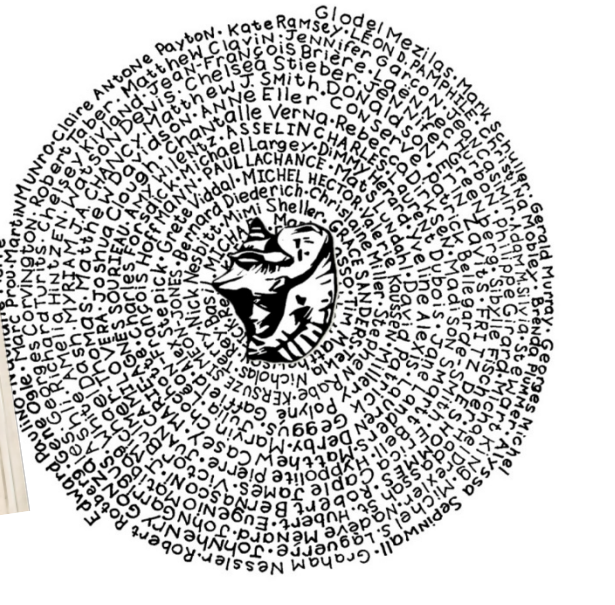


The Jamaica
Gaily News
 No. 52 SERVING THE GAY COMMUNITY 28 October 1979
 SPECIAL 12 PAGE ISSUE

2nd ANNIVERSARY

NEWS * VIEWS * LETTERS
 GAYFRIEND * SHORT STORY * FAMOUS GAYS

SUPPORT YOUR ORGAN - GIVE GENEROUSLY * minimum contribution 10c.



Haiti An Island Luminous

Rights retention

Local collection development decision-making

Non-exploitative hosting of content

Decentralized digitization and metadata creation

Community development



Judith Rogers, former
Director of the
University of the
Virgin Islands
Libraries, and ACURIL



Early partner representatives: Archives Nationale d'Haiti; Caribbean Community Secretariat (CARICOM); National Library of Jamaica; La Fundación Global Democracia y Desarrollo (FUNGLODE); Universidad de Oriente, Venezuela; University of Puerto Rico; University of the Virgin Islands; Florida International University; University of Central Florida; and University of Florida

Community technical practices
Appropriate technology
Rule of least power
Minimal computing

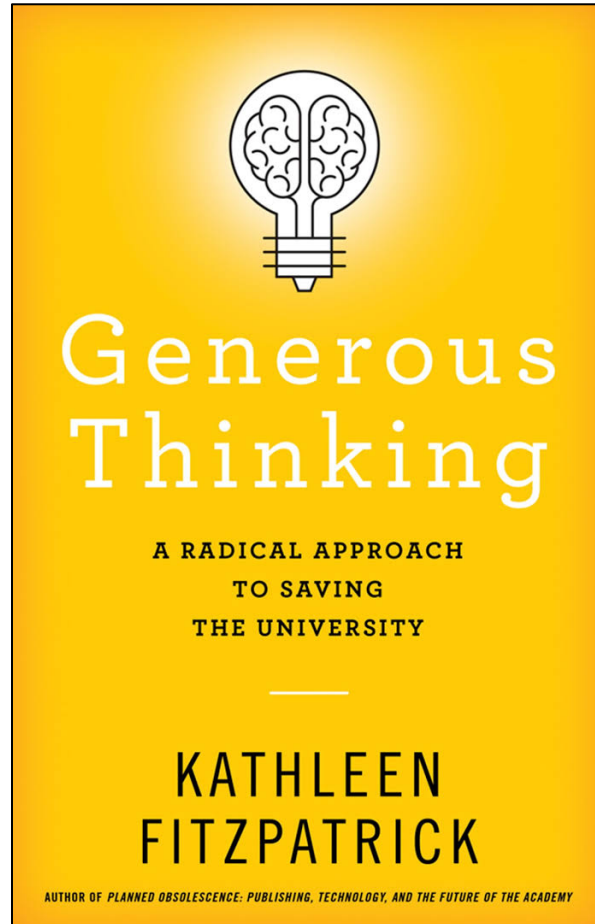
Colonialism

Dr. Margarita Vargas–
Betancourt describes
colonialism in archives, where
empires used:

- recordkeeping for control
- classificatory systems to ensure the hegemony over others
- intellectual hegemonic power to collect/ remove cultural heritage



dLOC Operations



The screenshot shows the homepage of the Shine Theory website. At the top left is the 'Shine Theory' logo. To the right is a navigation menu with links for 'Home', 'Theirs', 'Who', 'FAQ', 'Examples', and 'Shop'. The main heading reads 'Shine Theory is a practice of mutual investment in each other.' Below this is a section titled 'What is Shine Theory?' with two columns of text. The first column explains that Shine Theory is an investment in helping others and relying on their help in return. The second column explains that Shine Theory is recognizing that true confidence is infectious and that it's often because others lack confidence or support themselves.

Shine Theory is a practice of mutual investment in each other.

What is Shine Theory?

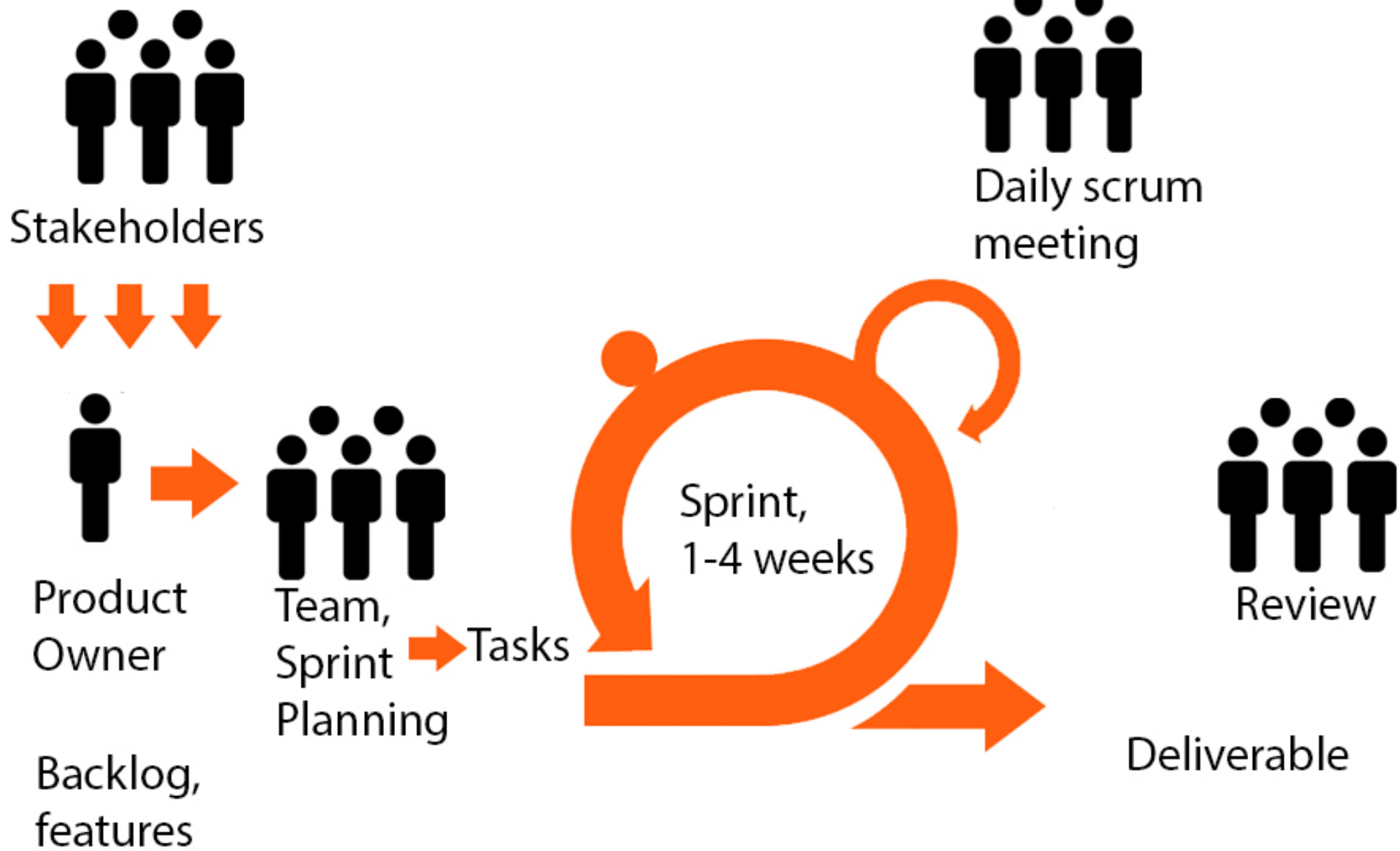
Shine Theory is an investment, over the long term, in helping someone be their best self—and relying on their help in return. It is a conscious decision to bring your full self to your friendships, and to not let insecurity or envy ravage them. Shine Theory is a commitment to asking, "Would we be better as collaborators than as competitors?" The answer is almost always yes.

People know you by the company you keep. Shine Theory is recognizing that true confidence is infectious, and if someone is tearing you down or targeting you as competition, it's often because they are lacking in confidence or support themselves. It's a practice of cultivating a spirit of genuine happiness and excitement when your friends are doing well, and being there for them when they aren't.

Polycentrism

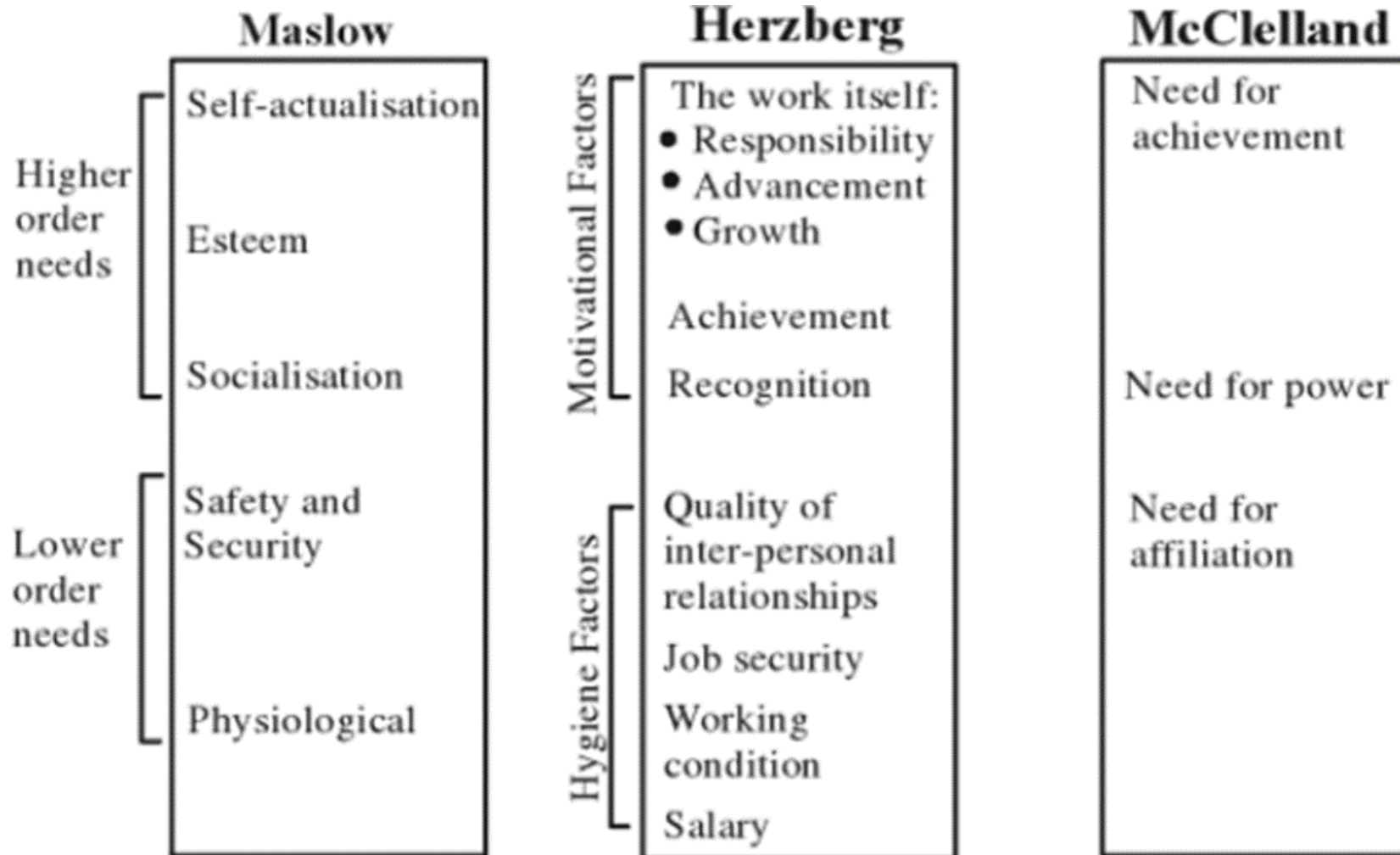
Collaborative pluralism

Mutual dependency



people by Wilson Joseph from the Noun Project

Theories of Motivation



Modern Management Theory

Critical Concepts

- Perceived Organizational Support (POS)
- Justice
- Fairness

Modern Management Theory

Conditions for Highly Motivated Teams

1. Status
2. Certainty
3. Autonomy
4. Relatedness
5. Fairness

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